

**E** Equinet  
European network  
of equality bodies



Co-funded by the Rights, Equality  
and Citizenship Programme of the  
European Union

# **EQUINET 2015 REVIEW & WAY FORWARD**

**Report from the Board - Evelyn Collins, Chair**

## **Equinet Annual General Meeting 2015**

*Brussels, 9 October 2015*

# EQUINET MEMBER EQUALITY BODIES

- 42 members
- 32 countries

Membership applications from 3 organisations in 2015

**ALBANIA**  
Commissioner for the Protection from Discrimination  
[www.kmd.al](http://www.kmd.al)

**AUSTRIA**  
Ombud for Equal Treatment  
[www.gleichbehandlungswirtschaft.at](http://www.gleichbehandlungswirtschaft.at)

**BELGIUM**  
Interfederal Centre for Equal Opportunities  
[www.diversita.be](http://www.diversita.be) and [www.diversiteit.be](http://www.diversiteit.be)

**BELGIUM**  
Institute for the Equality of Women and Men  
[www.igvm-lefh.belgium.be](http://www.igvm-lefh.belgium.be)

**BULGARIA**  
Commission for Protection against Discrimination  
[www.kpd-nondiscrimination.com](http://www.kpd-nondiscrimination.com)

**CROATIA**  
Office of the Ombudsman  
[www.ombudsman.hr](http://www.ombudsman.hr)

**CROATIA**  
Ombudsperson for Gender Equality  
[www.pns.hr](http://www.pns.hr)

**CYPRUS**  
Office of the Commissioner for Administration (Ombudsman)  
[www.ombudsman.gov.cy](http://www.ombudsman.gov.cy)

**CZECH REPUBLIC**  
Public Defender of Rights  
[www.ochrance.cz](http://www.ochrance.cz)

**DENMARK**  
Board of Equal Treatment  
[www.aet.dk](http://www.aet.dk)

**DENMARK**  
Danish Institute for Human Rights  
[www.humanrights.dk](http://www.humanrights.dk)

**ESTONIA**  
Gender Equality and Equal Treatment Commissioner  
[www.nrv.ee](http://www.nrv.ee)

**FINLAND**  
Ombudsman for Equality  
[www.syrjinta.fi](http://www.syrjinta.fi)

**FINLAND**  
Non-Discrimination Ombudsman  
[www.ofm.fi](http://www.ofm.fi)

**FRANCE**  
Defender of Rights  
[www.defenseurdesdroits.fr](http://www.defenseurdesdroits.fr)

**GERMANY**  
Federal Anti-Discrimination Agency  
[www.antidiskriminierungsstelle.de](http://www.antidiskriminierungsstelle.de)

**GREECE**  
Greek Ombudsman  
[www.synigoros.gr](http://www.synigoros.gr)

**HUNGARY**  
Equal Treatment Authority  
[www.egyenlobanszam.hu](http://www.egyenlobanszam.hu)

**HUNGARY**  
Office of the Commissioner for Fundamental Rights  
[www.sjph.hu](http://www.sjph.hu)

**IRELAND**  
Irish Human Rights and Equality Commission  
[www.equality.ie](http://www.equality.ie)

**ITALY**  
National Office against Racial Discrimination - UNAR  
[www.unar.it](http://www.unar.it)

**ITALY**  
National Equality Council  
[www.lavoro.gov.it/ConsiglieriNazionale](http://www.lavoro.gov.it/ConsiglieriNazionale)

**LATVIA**  
Office of the Ombudsman  
[www.Usaliba.gov.lv](http://www.Usaliba.gov.lv)

**LITHUANIA**  
Office of the Equal Opportunities Ombudsperson  
[www.tygybe.lt](http://www.tygybe.lt)

**LUXEMBURG**  
Centre for Equal Treatment  
[www.cet.lu](http://www.cet.lu)

**(FYRO) MACEDONIA**  
Commission for the Protection against Discrimination  
[www.kpd.mk](http://www.kpd.mk)

**MALTA**  
National Commission for the Promotion of Equality  
[www.equality.gov.mt](http://www.equality.gov.mt)

**MALTA**  
National Commission for Persons with Disability  
[www.lindp.org](http://www.lindp.org)

**NETHERLANDS**  
Netherlands Institute for Human Rights  
[www.mensenrechten.nl](http://www.mensenrechten.nl)

**NORWAY**  
Equality and Anti-Discrimination Ombud  
[www.ldo.no](http://www.ldo.no)

**POLAND**  
Human Rights Defender  
[www.p-o.gov.pl](http://www.p-o.gov.pl)

**PORTUGAL**  
Commission for Citizenship and Gender Equality  
[www.citg.gov.pt](http://www.citg.gov.pt)

**PORTUGAL**  
Commission for Equality in Labour and Employment  
[www.cite.gov.pt](http://www.cite.gov.pt)

**PORTUGAL**  
High Commission for Migration  
[www.acm.gov.pt](http://www.acm.gov.pt)

**ROMANIA**  
National Council for Combating Discrimination  
[www.nccd.org.ro](http://www.nccd.org.ro)

**SERBIA**  
Commissioner for Protection of Equality  
[www.mrnoprovost.gov.rs](http://www.mrnoprovost.gov.rs)

**SLOVAKIA**  
National Centre for Human Rights  
[www.unp.sk](http://www.unp.sk)

**SLOVENIA**  
Advocate of the Principle of Equality  
[www.zagovorimk.net](http://www.zagovorimk.net)

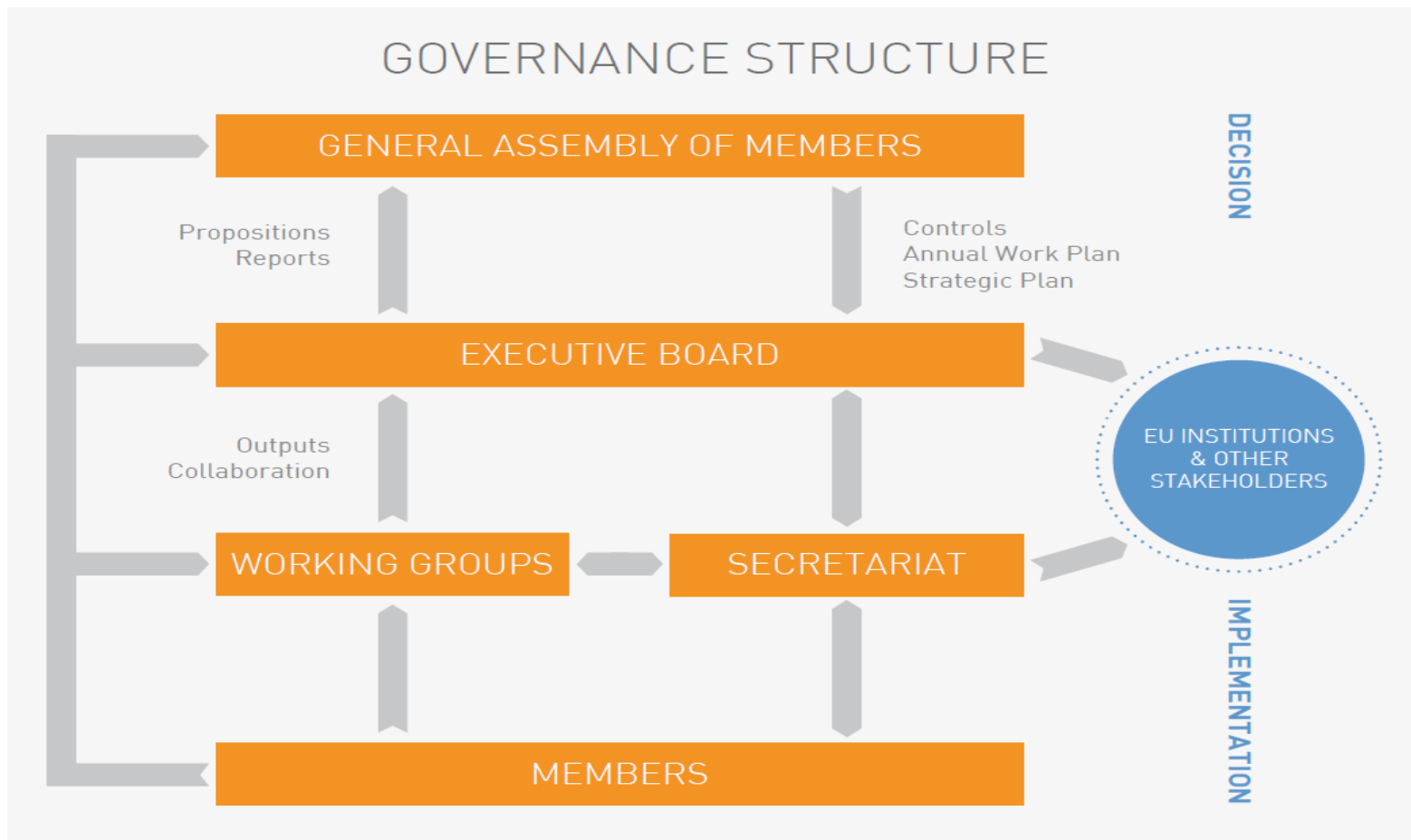
**SPAIN**  
Council for the Elimination of Ethnic or Racial Discrimination  
[www.igualdadymodificacion.msssi.es](http://www.igualdadymodificacion.msssi.es)

**SWEDEN**  
Equality Ombudsman  
[www.do.se](http://www.do.se)

**UNITED KINGDOM - GREAT BRITAIN**  
Equality and Human Rights Commission  
[www.equalityhumanrights.com](http://www.equalityhumanrights.com)

**UNITED KINGDOM - NORTHERN IRELAND**  
Equality Commission for Northern Ireland  
[www.equalityni.org](http://www.equalityni.org)

## THE NETWORK – A DEMOCRATIC GOVERNANCE



## Executive Board (2013-2015)

<b>Kosana BEKER</b>	Assistant to the Commissioner for Protection of Equality	Commissioner for Protection of Equality, Serbia
<b>Evelyn COLLINS</b> <i>Chair</i>	Chief Executive	Equality Commission for Northern Ireland, UK (Northern Ireland)
<b>Anna BŁASZCZAK</b>	Deputy Director of the Constitutional and International Law Department	Human Rights Defender, Poland
<b>Michiel BONTE</b> (until April 2015)	Head of Service, Discrimination Department	Centre for Equal Opportunities and Opposition to Racism, Belgium
<b>István HALLER</b>	Member of the Steering Board	National Council for Combating Discrimination, Romania
<b>Sandra RIBEIRO</b> (until January 2015)	President	Commission for Equality in Labour and Employment, Portugal
<b>Mari-Liis SEPPER</b>	Gender Equality and Equal Treatment Commissioner	Gender Equality and Equal Treatment Commissioner, Estonia
<b>Tena ŠIMONOVIĆ EINWALTER</b>	Deputy Ombudsman	Office of the Ombudsman, Croatia
<b>Néphéli YATROPOULOS</b>	Adviser to the Defender on European and International Affairs	Defender of Rights, France
<b>Therese SPITERI</b> <i>Treasurer</i>	Manager	National Commission for the Promotion of Equality, Malta

## Equinet Secretariat

**Anne GASPARD**

Executive Director

**Tamas KÁDÁR**

Head of Legal and Policy

**Yannick GODIN**

Administration and Finance Officer

**Sarah COOKE O'DOWD**

Communication Officer

**Jessica MACHACOVA**

Project Officer

**Moana GENEVEY**

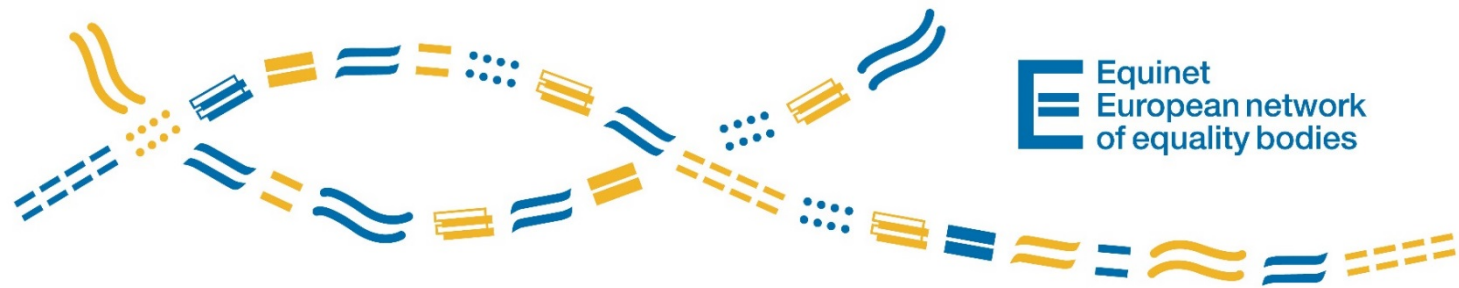
Communication and Policy Assistant  
(Trainee)

Ilaria VOLPE (*Until Aug 2015*)

- **Katrine STEINFELD**

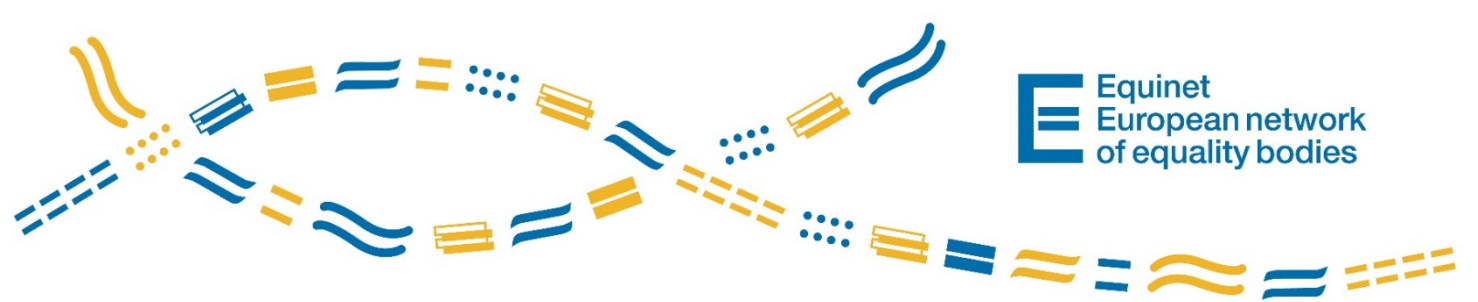
(*From Jan 2016*)

Policy Officer (gender equality)



# Equinet Secretariat





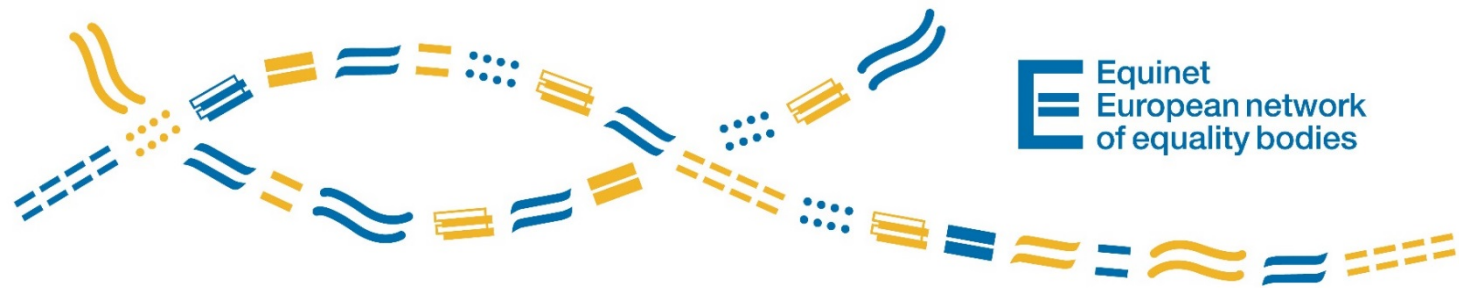
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# Strategic Plan 2015-2018

## Mission

Equinet is the European network of equality bodies.

The network promotes equality in Europe through supporting and enabling the work of national equality bodies. It supports equality bodies to be independent and effective as valuable catalysts for more equal societies.



# OBJECTIVE 1

BUILDING CAPACITY AND PEER SUPPORT  
OF EQUALITY BODIES

# OBJECTIVE 2

CONTRIBUTING TO THE EUROPEAN  
EQUALITY AGENDA

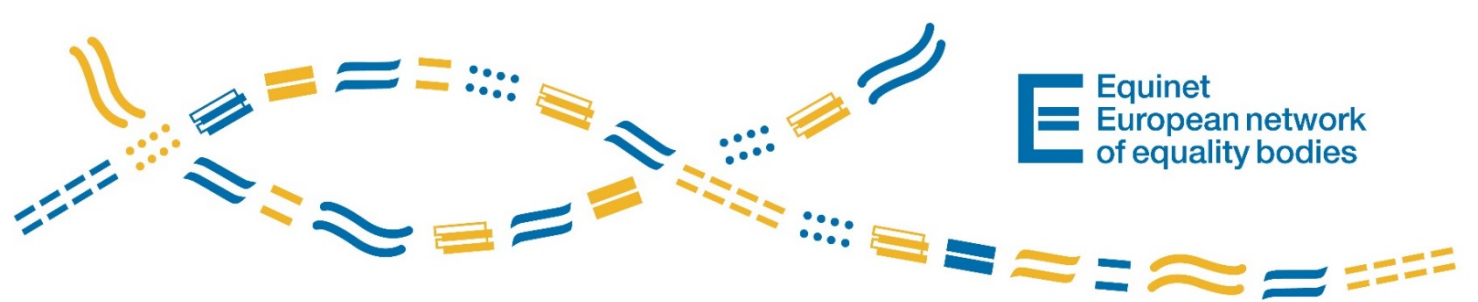
# OBJECTIVE 3

SERVING AS A KNOWLEDGE AND  
COMMUNICATION HUB ON EQUAL TREATMENT

# OBJECTIVE 4

CONSOLIDATING THE NETWORK AND  
THE POSITION OF ITS MEMBERS





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# Building capacity and peer support of equality bodies

## SEMINARS:

- Charting the Charter : Equality bodies and fundamental rights
- Work-life balance and pregnancy and parenthood related discrimination
- A question of faith: Religion & belief in the work of equality bodies

TRAINING: Applying for and using EU Funds

CLUSTER: Strategic Litigation

PROJECT: Evaluation Lab

## WORKING GROUPS:

- Communication Strategies and Practices
- Equality Law
- Gender Equality



Charter Seminar, Brussels, June 2015



Work-life Balance Seminar, July 2015



EU Funds Training, Sofia, September 2015



# Contributing to the European Equality Agenda

## GENDER EQUALITY:

- Conference *Taking Action for Gender Equality*
- Perspective *The Persistence of Discrimination, Harassment and Inequality for Women'*

POLICY FORMATION WORKING GROUP: Perspective *A growing agenda: the work of equality bodies on the ground of religion or belief*

## ENGAGEMENT:

- European Equal Treatment Legislation
- Meetings with European and international stakeholders

## FOLLOW UP: European Disability Strategy & UNCRPD

- Perspective *Realising Rights: Equality bodies and people with disabilities. Supporting the Review of the European Union Disability Strategy 2010-2020*

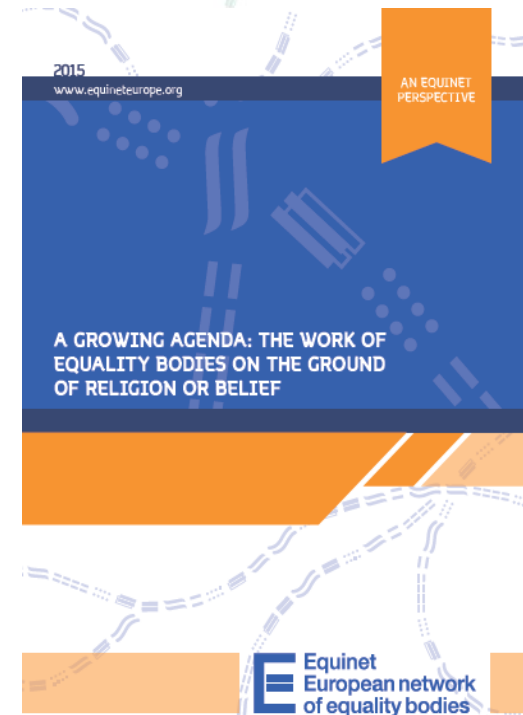
UPCOMING SEMINAR: Freedom of Movement Directive, Paris , 8 December 2015



Gender Strategy Conference (Brussels, March 2015)



Meeting on Horizontal Directive (Berlin, June 2015) and resulting Joint Statement





(Top left to bottom left): Equinet met with Commissioner Jourova on various occasions this year (March & Aug 2015); Roundtable with US Special Envoy for the Human Rights of LGBTI Persons (Sep. 2015); participation at EU and international human and fundamental rights forums (EC Annual Colloquium and OSCE HDIM Oct. 2015)



“ Discrimination is a grave violation of human rights. Supporting the work of national equality bodies is one of the most effective ways to combat hate crimes and to foster non-discrimination in Europe. ”

Anne Gaspard  
Executive Director, Equinet



Combating hate crimes and ensuring effective protection against discrimination





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# Serving as a knowledge and communication hub on equal treatment

## RESEARCH:

- Sanctions regime in discrimination cases and its effects

## COMMUNICATION:

- Website
- Social media channels
- Newsletters: Newsbook, Spotlight on Equality Bodies, Members Bulletin
- Publications and promotion for Equinet and its members

## ENGAGEMENT: European institutions and stakeholders

**Latest EU and international developments - April 2015**

Dear Equinet Members,  
This Members' Bulletin gathers the latest European Union (EU) and international developments. It aims to give you an overview of relevant policy and legal developments, as well as latest calls for interest, funding opportunities and upcoming events. We very much hope this Members' Bulletin will be useful to your day-to-day work and we would be grateful if you could disseminate it among your colleagues. Your feedback is also greatly appreciated. Should you have comments or further questions, please do not hesitate to contact Jessica Machacera, Equinet Project Officer (Jessica.machacera@equineteurope.org / 0032 2 232 33 88).

**HIGHLIGHT - 2015: A turning point for the rights of persons with disabilities**

At EU level	At international level
<p><b>2015:</b> Mid-term review of the <i>European Disability Strategy 2010-2020</i> - upcoming launch of a public consultation</p>	<p><b>June 2014:</b> The EU publishes its <i>first report</i> on the implementation of the CRPD</p>
<p><b>March 2015:</b> First high-level meeting of the EU's monitoring Framework for the CRPD</p>	<p><b>Summer 2015:</b> Review of the EU's performance in implementing the CRPD by the UN Committee on the Rights of Persons with Disabilities</p>



**Equinet News**

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Equinet Website

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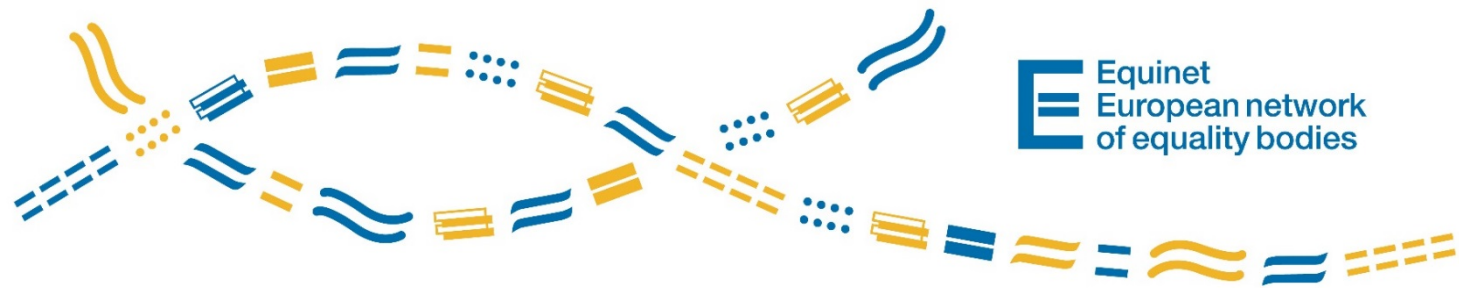
**Seminar Summary: Work-life Balance and Pregnancy and Parenthood-related Discrimination**

01/07/2015: Equinet and the Gender Equality and Equal Treatment Commissioner of Estonia hosted a seminar on **Work-Life Balance and Pregnancy related Discrimination** in Tallinn. The Seminar gathered over 50 representatives of equality bodies from across Europe with the aim of exchanging knowledge and good practices related to the issues of reconciliation between the professional and private sphere.

**Seminar Summary: The Charter of Fundamental Rights**

16/06/2015: Equinet hosted the conference 'Charting the Charter: Equality bodies and fundamental rights in the EU' to facilitate exchange between equality bodies

**Joint Appeal for European Discrimination Protection**



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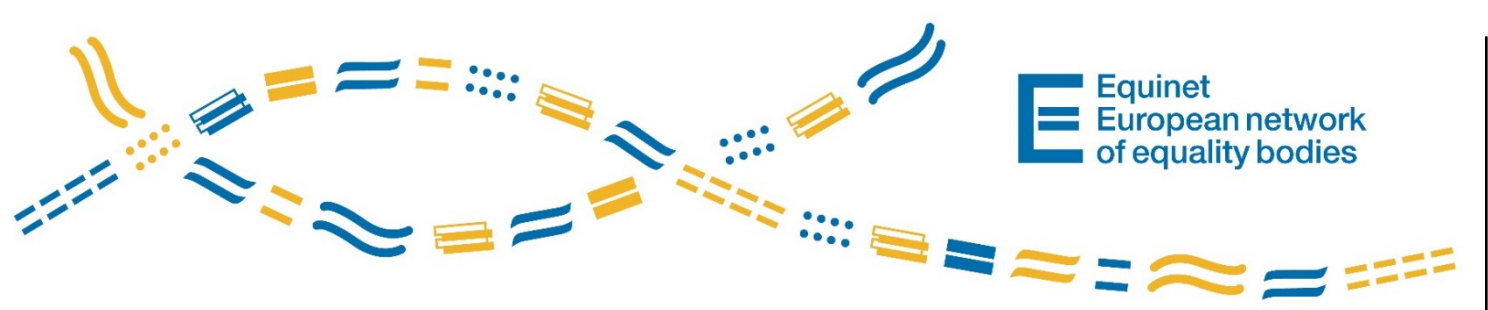
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# Launch of Equinet Highlights 2014-2015







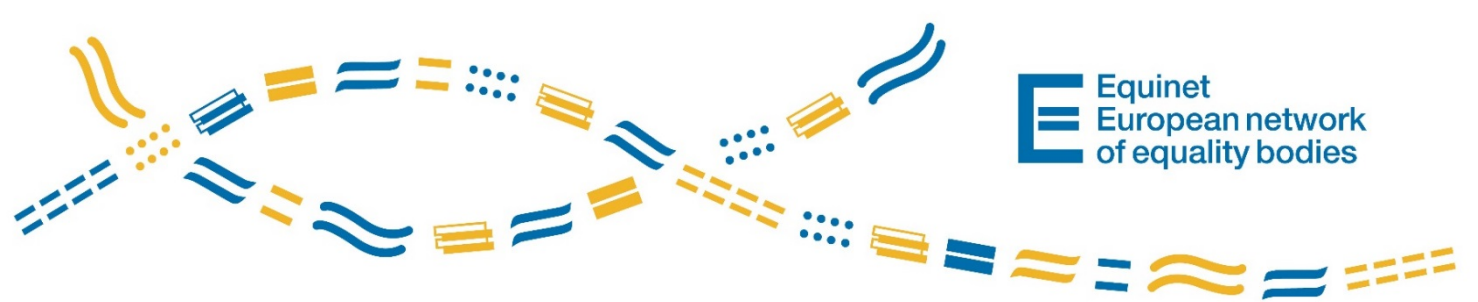


# Consolidating the network and the position of its members

**CLUSTER:**  
-Standards for Equality Bodies

**STUDY VISITS**  
- eg. Spain and Norway cooperate on Standards with their Roundtable on *Implementation of equality legislation and access to rights in practice: Standards for Independence and Effectiveness of National Equality Bodies*





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## 2015 EQUINET FINANCES

- **First grant under the new *Rights, Equality and Citizenship Programme (2014-2020)* of the EC**

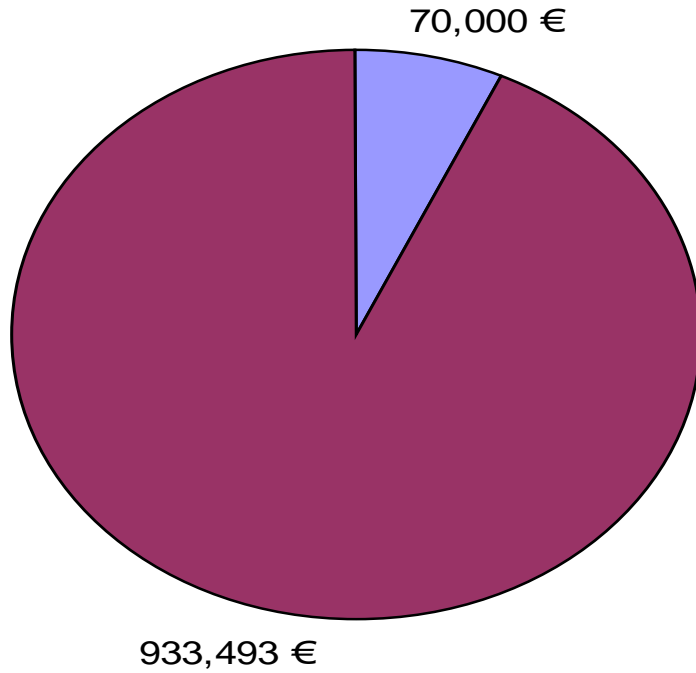
**2015 BUDGET =**

**€936 686 EC Grant (93,7 %) + €67 000 Membership Fees (6,7%)**

- EC Audit of accounts 2012
- Submission of Budget 2016



### Equinet Budget 2016



# EQUINET ACCOUNTS 2014

of equality bodies

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Expenses			
	Actual costs 2013	Actual costs 2014	Diff. costs 2014 / 2013
Salaries	380,734	385,229	4,495
Travel and accommodation	198,180	239,365	41,185
Equipment for the Secretariat	2,418	1470	-948
Services +Overhead costs	197,520	185,112	-12,408
<b>Total Cash Expenses</b>	<b>778,842</b>	<b>811,176</b>	<b>32,334</b>
Salaries of the staff of Members involved in activities	165,406	131,968	-33,438
<b>Total Expenses 2013 - 2014</b>	<b>944,248</b>	<b>943,144</b>	<b>-1,104</b>
Income 2014			
Final EC grant 2014		737,782	
Membership Fees 2014		70,000	
<b>Total Cash Income 2014</b>		<b>807,782</b>	
Salaries of the staff of Members involved in activities		131,968	
<b>Total Income 2014</b>		<b>939,749</b>	
<b>Final Cash Balance 2014</b>		<b>-3,393</b>	



# Equinet Workplan 2016

The Road Ahead

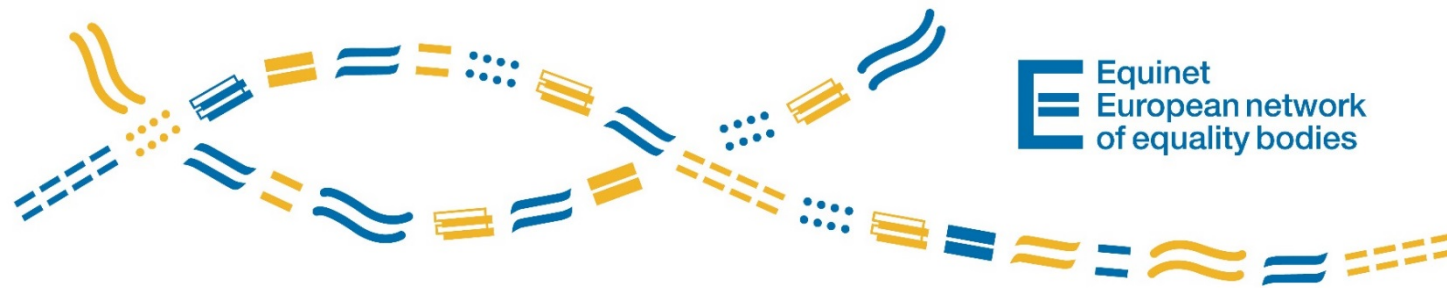
## Four Strategic Objectives

A. Building capacity and peer support in equality bodies

B. Contributing to the European Equality Agenda

C. Serving as a knowledge and communication hub on equal treatment

D. Consolidating the network and the position of its members



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**A. BUILDING CAPACITY AND PEER SUPPORT OF EQUALITY BODIES**

SEMINARS	<b>Gender Equality and Education</b>
	<b>Reasonable Accommodation and Accessibility</b>
	<b>Race and Ethnicity: Focus on Roma &amp; minority discrimination from a legal perspective</b>
TRAINING	<b>Communicating Equality: Social media for equality bodies</b>
CLUSTER	<b>Quasi-judicial Bodies: Good-Practice Exchange</b> <b>Strategic litigation</b>
PROJECT	<b>Evaluation Lab</b>
WORKING GROUPS	<b>Gender Equality</b>
	<b>Communication Strategies and Practices</b>
	<b>Equality Law</b>

Tools for Action for Objective A of Workplan 2016

## B. CONTRIBUTING TO THE EUROPEAN EQUALITY AGENDA

CONFERENCES	<b>Gender equality: an intersectional perspective</b>
	<b>Strengthening European Equal Treatment Legislation and its Implementation</b>
WORKING GROUP	<b>Policy Formation</b>
ENGAGEMENT	<b>European institutions and stakeholders</b>

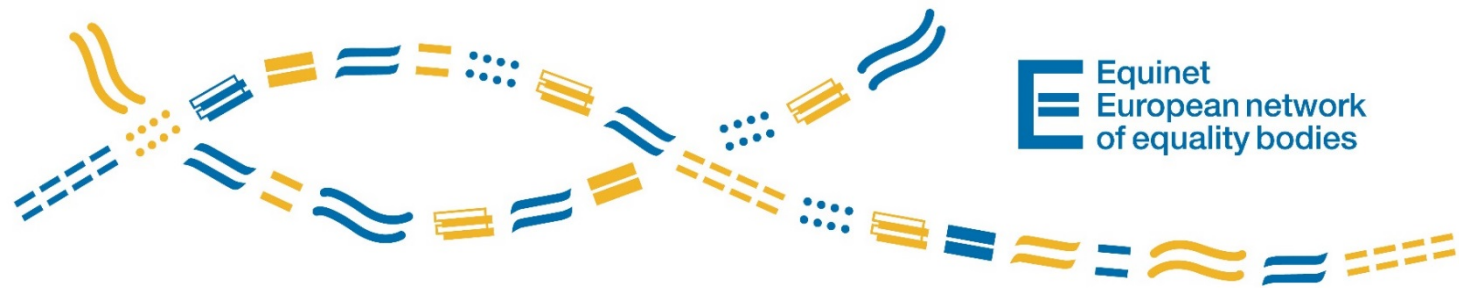
## C. SERVING AS A KNOWLEDGE AND COMMUNICATION HUB ON EQUAL TREATMENT

RESEARCH	<b>Positive duties/Equality duties</b>
COMMUNICATION	1 website (with updated Directory of Equality Bodies + members' area)
	4 social media channels (Facebook & Twitter & LinkedIn & Picasa)
	<i>Newsbook</i> (monthly) and <i>Members' Bulletin</i> (bi-monthly - internal)

## D. CONSOLIDATING THE NETWORK AND THE POSITION OF ITS MEMBERS

ENGAGEMENT	<b>Stakeholders from civil society &amp; social partners</b>
COMMUNICATION	Annual Review August 2015 – December 2016
ENGAGEMENT	Focus on Equality and Human Rights – FRA, Council of Europe, ENNHRI

Tools for Action for  
Objectives B, C and  
D Workplan 2016



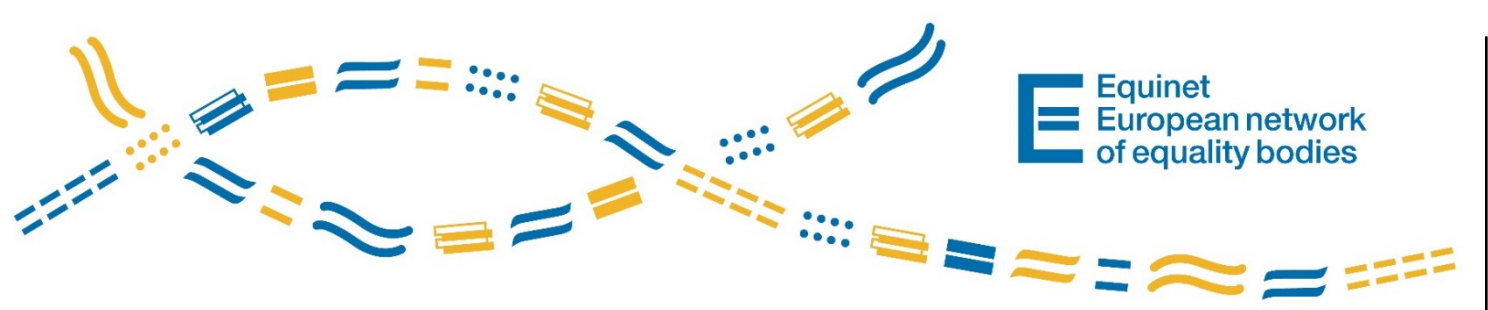
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**Thank you for your attention! Questions?**

**[www.equineteurope.org](http://www.equineteurope.org)**

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**Twitter:** follow @equineteurope

**EQUINET SECRETARIAT**

138 Rue Royale / Koningsstraat

B-1000 Brussels, Belgium

**Tel: +32 (0)2 212 3182**

**[info@equineteurope.org](mailto:info@equineteurope.org)**